

INFORMATION EXCHANGE

December 1998

Resources for JTPA Programs

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Seasons Greetings from the staff of the Employment Training Network



It has been our pleasure to serve you this past year and we look forward to working with you in 1999!

Please call Diane Coad at (916) 654-8896 for information on how you can obtain the services of the Employment Training Network at no cost to your agency.

* Consultant Services * Program Site Visits
* Library Resources * Program Referrals



Capacity Building Training Update

Capacity Building Workgroup Seeks New Membership

The Employment Development Department (EDD) Job Training Partnership Division (JTPD) is seeking to expand Service Delivery Area (SDA) representation on the Capacity Building Workgroup (CBWG) by two or three positions.

The CBWG representatives are SDA personnel at the administrator level. Representatives from the Los Angeles and Bay Areas are especially encouraged to apply. The CBWG typically meets in Sacramento three to four times a year and will occasionally schedule conference calls.

The CBWG has been in place since 1993. It is a partnership of selected SDA administrators that work with members of the Capacity Building Unit (CBU) in the Job Training Partnership Division.

The CBWG was formed as a result of the 1992 Job Training Partnership Act (JTPA) Amendments to develop a plan for implementing capacity-building efforts for California's employment and training system. The purpose of the CBWG is to provide input on the training direction and technical assistance needs of the JTPA community. As part of the CBWG's efforts, the CBU has been able to develop successful training programs and enhance capacity-building opportunities.

All interested administrators are invited to apply by submitting a letter indicating their interest to: Job Training Partnership Division, Capacity Building Unit, Attention: Michael Baldwin, P.O. Box 826880, MIC 69, Sacramento, CA 94280-0001.

If you have any questions about the CBWG, please contact Michael Baldwin with the CBU at (916) 654-7986.

All courses noted on the December Calendar (Pg 7) may be requested from the CBU by calling the Job Training Partnership Division at (916) 654-7799. You may also visit our website at:
<http://www.edd.cahwnet.gov/jtpacb.htm>

CBU Training - Always a "10"

Just take a look at the excellent evaluations! The Job Training Partnership Division (JTPD) Capacity Building Unit (CBU) continues to offer training on a variety of relevant topics including:

- JTPA Subcontractor Monitoring
- JTPA Eligibility
- Business Approach to Job Development
- Financial Management
- Presentation Skills
- SDA Fiscal Monitoring
- Managing Transition
- One-Stop Facilitation Services
- Welfare-to-Work Introduction
- Welfare-to-Work Administrative Overview
- Training for Trainers
- Facilitation Skills Workshop

For more information, contact the Job Training Partnership Division at (916) 654-7799 or visit their website noted below.

MARK YOUR CALENDARS!

**DOL and State One-Stop Office -
Developing Staff Capacity Within a One-Stop**
San Diego-December 9; San Francisco-December 10
Call Bob Marr at (916) 654-5538 or the State One-Stop Office at (916) 654-9995 (Space limited to 50 people)

**California Workforce Association's Annual
Legislative Conference**

Sacramento-January 25-26, 1999
For more information call (916) 325-1615

**California Workforce Association's Annual
Spring Conference**

Anaheim-March 31-April 2, 1999
For more information call (916) 325-1615

**CALED's 19th Annual Economic Development
Conference - "Meeting the Challenges of the New
Millennium"**

Monterey-March 31-April 2, 1999
For more information call (916) 448-8252

NOVA Receives Coveted National Quality Award

The NOVA Private Industry Council, serving the northern Santa Clara Valley, has won the National Award for Performance Excellence from the Enterprise Initiative.

The Enterprise award recognizes the NOVA Private Industry Council and the Sunnyvale City Council, along with the program's staff and partners for successfully applying the principles of the Malcolm Baldrige National Quality Award to create and sustain a high-performance organization. NOVA was cited by the Enterprise Initiative for being a model organization that delivers excellent job training and employment services and uses federal, state and local funding effectively and efficiently to achieve well planned goals that benefit communities, business and individuals.

The Enterprise Initiative is a collaborative of the nation's most effective workforce development organizations and is a partner with the U.S. Department of Labor (DOL) in order to improve the quality of job training and employment services across the country.

"From a pool of 120 applicants, we were selected as the workforce development organization that most fully exemplifies the outstanding commitment to customer service, continuous improvement, and business results that are the hallmarks of the corporations that have won the Baldrige Award," said Mike Curran, NOVA Director.

"The companies represented on the NOVA Private Industry Council include major high technology pioneers such as Hewlett-Packard, Intel, Lockheed Martin, Apple, and Amdahl. These Silicon Valley firms are typical of the fast moving and creative economic environment that has embraced the challenges of a global marketplace in order to find new and better ways of doing business."

For more information visit: <http://www.novapic.org>



Secretary of Labor Alexis Herman, left, and Asst. Secretary of Labor Raymond Bramucci, far right, greet NOVA Private Industry Council Chairperson Carol Godsave and NOVA Director Mike Curran

North Bay Employment Connection Breaking New Ground

A unique comprehensive partnership between the North Bay counties of Marin, Napa, Solano and Sonoma have come together to initiate, develop, and sustain outcome oriented collaboratives between regional One-Stop Career Centers to provide a highly skilled and well-educated workforce that will support the North Bay economy. The name of this partnership is the North Bay Employment Connection (NBEC).

Among the many benefits that employers and job seekers will receive from this collaborative is their ability to cross geopolitical boundaries to receive enhanced career, education and training services.

With over 50 partners committed to meeting employer and job seeker needs, NBEC will improve the regional economy by focusing on four strategies. Such strategies include: The development of a regional marketing effort which promotes the many products and services of the One-Stops, the implementation of a regional staff development and capacity building effort, the development of numerous products and services specifically geared to employer needs and wants, and a technology-based self access system that will allow One-Stop customers to easily obtain services without physically going to the One-Stops.

If you would like additional information on this ground-breaking effort in the North Bay, please contact Donna DeWeerd, NBEC Coordinator at 707-259-8680.

!INTERNET SITINGS!

- <http://www.welfareinfo.org> - Located within the Department of Labor (DOL) Employment Training Administration (ETA) Welfare-to-Work web site (<http://wtw.doleta.gov>) is a link to the Welfare Information Network (WIN). WIN contains a vast amount of welfare reform-related information.
- <http://www.icesa.org> - At this web site, view draft answers to questions on Workforce Investment Act (WIA) implementation issues and One-Stop system matters. Don't miss the link entitled "Ohio Analyzes Workforce Investment Act" which describes Ohio's State and local decision points and action steps.

Collaborative Planning for CalWORKS in Lake County

Lake County's CalWORKS program highlights the on-going collaboration of local agencies to produce a flexible and appropriate support system for people moving from welfare to the world of work. Lead agency for the Service Delivery and Community Service planning was the Lake County Career Center, a full-service employment, training, and business development partnership. Following a two-year planning and implementation process of offering a 'no wrong door' approach to the provision of services through a vast network of providers, the Career Center partnership was prepared to take on this challenge.

Representatives of local government, non-profits, businesses and welfare recipients researched the population to be served and the needs which could be addressed through careful coordination and maximizing resources. The following subcommittees were then established: Diversion, Service Delivery, Labor/Management, Economic Development, Domestic Violence, Childcare, Transportation, Mental Health, Public Health, Substance Abuse, Education, Community Service, Tribal Services, and Safety Net for Children.

Committees set objectives and met on a monthly basis. The results have exceeded expectations. Not only have the Career Center partners reached a greater level of coordination but the process has revealed opportunities for creativity that exist far below the surface of day-to-day program operation. Together we have developed a new welfare-to-work program that is

exponentially more effective than the sum of the individual programs.

The success of Lake County's CalWORKS program is largely due to the focus areas established by each of the subcommittees. These include:

Diversion: Focus is on ways to divert individuals from having to apply for TANF, ie. use existing resource (JTPA) as an alternative to using cash assistance and immediate enrollment.

Labor/Management Committee: Coordinate with unions to ensure that workers are not being displaced by recipients needing work experience.

Education: Recommend training programs to community colleges, ROP, and JTPA based on labor market demand.

Community Service: It was determined that the Community Service program should be structured and staffed to provide counseling, training, and coaching so that participants gain basic workplace competencies, build marketable skills, and increase motivation for seeking and retaining subsequent jobs.

Safety Net for Children: Protection of the children whose caretakers have lost benefits.

For more information please contact Sharon Carini, Director, Lake County Career Center, (707) 263-0630.

SUCCESSING IN THE WORLD OF WORK

LIVING WITHOUT WELFARE

You did it! You now have a job. You can succeed. And this job can lead to better and better ones. Here are some tips on how to get

Doing well at work

Be Dependable

Do good work

Look your best

Learn all you can about your job ..



Succeeding in the World of Work Brochure Now Available

Many of you have seen the terrific new 4-page brochure - "Succeeding in the World of Work: Living Without Welfare" at conferences.

This brochure was developed by the Department of Labor (DOL) Bureau of Labor Statistics (BLS) as a handout for recently hired welfare recipients, and is now available on-line. And, because it is in the public domain, it can be adapted with your State or local logo for distribution in your own community.

To view it, please go to: <http://wtw.doleta.gov/bls/weltowork.htm>. If you would like to obtain the PDF version: <http://wtw.doleta.gov/bls/succeed.pdf>. To obtain a file copy in CorelDraw 7 via email: fturner@doleta.gov. For a hard copy please call Diane Coad at (916) 654-8896.

One-Stop 1999 Solicitation for Proposals Released

California has made significant investment in and progress toward developing its One-Stop Career Center System. For the past two years the One-Stop Career Center System Task Force has made funding available to One-Stop partnerships to support the development of local systems. California will soon be receiving its third, and final, One-Stop system grant allotment from the U.S. Department of Labor (DOL).

From this grant funding, \$5 million will be available to One-Stop partnerships to support the development of local systems. An additional \$5 million in Job Training Partnership Act Title III 40 Percent Governor's Discretionary funds are also available to local One-Stop partnerships as part of this Solicitation.

A fundamental consideration in deciding which local projects to fund will be the level of joint planning, policy development and linkage among One-Stop, School-to-Career, Welfare-to-Work, California Work Opportunity and Responsibility to Kids (CalWORKs) and economic development activities.

Funding will be awarded based on the 1999 One-Stop Solicitation for Proposals (SFP) grant process. This SFP was recently released by the State One-Stop Office.

A major factor influencing the 1999 SFP is the new Workforce Investment Act of 1998 (WIA). This law, which must be implemented by July 1, 2000, will have a profound effect on the One-Stop service delivery system. The 1999 SFP reflects provisions in the WIA related to One-Stop service delivery.

Interested parties are invited to submit their proposals by February 17, 1999. A series of bidders' conferences to assist applicants with the SFP process will be conducted during the weeks of January 4 and January 11, 1999.

The SFP is available in hard copy by calling the State One-Stop Office at (916) 654-9995; by e-mail request to onestop@edd.ca.gov; or electronic format at the following website:

<http://www.sjtcc.cahwnet.gov/SJTCCWEB/ONE-STOP>

One-Stop Career Centers Salute Technology Solutions!

The State of California One-Stop Career Center System is partnering with Information Technology Expositions and Conferences (ITEC) Expo in San Jose on December 15 and 16, 1998.

This event will focus on how the greater Bay Area uses technology to deliver top-notch employment services. Many activities showcase these services which include several workshop panels and technology demonstrations.

Participants may visit the One-Stop exposition on the show floor that highlights several One-Stop Career Centers which include the Silicon Valley Private Industry Council (PIC), Santa Clara's Youth@Work, San Mateo's Smart, and EASTBAY WORKS SmartWare.

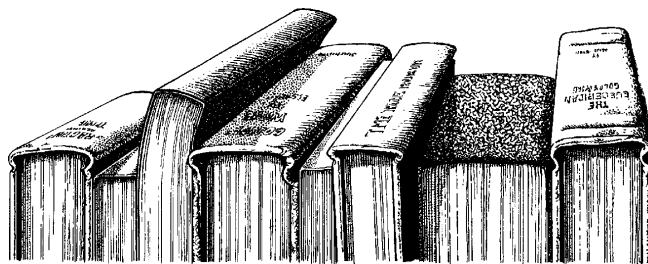
The State of California's Employment Development Department (EDD) will demonstrate CalJOBS. With CalJOBS, employers can list job openings and job seekers can apply for work from any location with Internet access. Also, the State's Electronic One-Stop introduces WORKNET, a consumer oriented web site that allows for easy navigation to workforce development services nationally and statewide. It provides graphical and geographical navigation to local and regional One-Stop Career Centers and workforce development web sites.

Various One-Stops will be recognized at a special awards celebration presentation on Wednesday, December 15. Their achievements and dedication to the State of California One-Stop vision, to have a highly skilled and well-educated workforce that enhances the state's competitive advantage in the global economy, will be highlighted.

If you are interested in attending this event, you can register via the web at: www.asmcop.com. For more information, you may call Deborah Ray-Sims at the State Electronic One-Stop Office at (916) 653-3256.

Watch for announcements of similar events for the Central Valley and Southern California One-Stops which are being planned in the coming months!

Check It Out!



JTPA

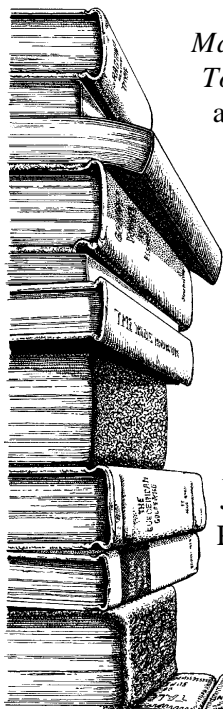
Portraits of Success 1998: A Celebration, State Job Training Coordinating Council (Video & Event Program) (J1778-AV)

SUMMER YOUTH

Summer Works! '98, Project-based Learning & Career Development, Kern High School District (J1779)

ONE-STOP

Compendium of One-Stop Resources, Social Policy Research Associates, (CDROM) (J1780-CD)



Making the Employer Connection: A Toolkit for One-Stops, National Alliance of Business (CDROM) (J1732-CD)

One-Stop Career Center System Marketing Brochure, National Alliance of Business (J1733)

WELFARE-TO-WORK

Keeping Welfare Recipients Employed, A Guide for States Designing Job Retention Services, Mathematica Policy Research, Inc. (J1782)

Postemployment Services to Promote Job Retention Among Welfare Recipients, Mathematica Policy Research, Inc. (J1783)

The Effectiveness of the Postemployment Services Demonstration: Preliminary Findings, Mathematica Policy Research, Inc. (J1784)

Providing Services to Promote Job Retention, Mathematica Policy Research, Inc. (J1785)

Taking the First Steps: Helping Welfare Recipients Who Get Jobs Keep Them, Mathematica Policy Research, Inc. (J1786)

Getting Help to Stay Employed: The Use of Postemployment Services, Mathematica Policy Research, Inc. (J1787)

Succeeding in the World of Work: Living Without Welfare, U.S. Department of Labor, Bureau of Labor Statistics (Brochure) (J1789)

TRAINING

A Trainer's "Primer", Advice to the Novice Trainer About the Basics of Organizing, Planning, and Leading an Effective Training Seminar, U.S. Department of Labor Employment and Training Administration, Youth Research and Technical Assistance Project (J1788)

COMMUNICATION

The Art of Communicating, Achieving Interpersonal Impact in Business, Crisp Publications (J0605)



TO BORROW RESOURCES LISTED ABOVE CALL: (916) 654-8386



INFORMATION EXCHANGE



December 1998

Monday	Tuesday	Wednesday	Thursday	Friday
	1	2	3	4
		<i>Training for Trainers</i> <i>Imperial County</i>		
	<i>StateJob Training Coordinating Council Meeting</i> <i>San Pedro</i>			
	<i>CWA/MDRC</i> <i>"Lessons from the Field:WtW"</i> <i>Sacramento</i>	<i>CWA/MDRC</i> <i>"Lessons from the Field:WtW"</i> <i>Los Angeles</i>	<i>Welfare - to - Work</i> <i>Introduction & Overview</i> <i>City of Oakland</i>	
7	8	9	10	11
			<i>SDA Fiscal Monitoring</i> <i>Napa SDA</i>	<i>SDA</i> <i>Quarterly Meeting</i> <i>San Diego</i>
14	15	16	17	18
 <i>Hanukkah</i>	<i>1998 CalWORKS</i> <i>Partnerships Conference</i> <i>SAN DIEGO (Conference - Full)</i>			
21	22	23	24	25
				 <i>Christmas</i>
28	29	30	31	

* Shaded boxes = Capacity Building Unit sessions

INFORMATION EXCHANGE

EMPLOYMENT TRAINING NETWORK

c/o EDD/JTPD

PO Box 826880 MIC 69

Sacramento, CA 94280-0001

THE EMPLOYMENT TRAINING NETWORK *Resources for JTPA programs*

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The Employment Training Network is an information dissemination project which provides one-to-one consultations, staff workshops and resources exclusively for California's JTPA programs. Through statewide networking, the Employment Training Network staff is able to offer diverse technical services using consultants in a variety of JTPA-related areas. SDAs/PICs and their contractors may benefit from the following services, free of charge:

- consultant services - to enhance staff's skills, knowledge, and motivation
- program site visits - staff reimbursement provided for travel expenses
- resource library - up-to-date books, manuals and videos in a multitude of topics on loan for three weeks
- referrals - to other employment and training programs
- added extras - informative newsletters announcing upcoming workshops, new resources, etc.

The Employment Training Network technical assistance services are available upon request to SDA/PIC staff members or contractors operating JTPA programs in schools, community colleges, community-based agencies, adult education programs, County Offices of Education and ROPs. ETN staff: Diane Coad, Project Manager and Janine Cota, Administrative Secretary. JTPA funded agencies may receive Employment Training Network services by calling (916) 654-8896.

EDD is an equal opportunity employer/program.